

**Board of Education  
Upper Saddle River, New Jersey  
Regular Session  
Monday, September 23, 2019, 8:00 p.m.**

**Minutes**

This Regular Session of the Upper Saddle River Board of Education was held in the Travers Multi-Purpose Room, Bogert School, of the Upper Saddle River Schools beginning at 8:00 p.m. Mrs. Johnston opened the meeting and stated that the meeting was being held in compliance with PL 1975, Chapter 232 and appropriate notice had been provided to the designated newspapers, the Borough Clerk and all interested parties requesting such notification.

Members present: Mrs. Johnston, Mr. Amano, Mrs. Gandara, Mrs. Gray, Mrs. Pittman, Mr. Quagliani, Dr. Verducci

Members absent: None

Also present: Dr. Siegel, Mrs. Imbasciani, Mr. Giacobbe (Labor Relations Attorney)

**CONFIDENTIAL SESSION**

Mrs. Gandara made a motion, seconded by Mrs. Gray to convene into Executive Session at 7:15 p.m. Mrs. Johnston then read the following statement:

**WHEREAS**, the members of the Upper Saddle River Board of Education deem necessary to discuss personnel and legal matters, and

**WHEREAS**, the topics to be discussed are within the exemptions which are permitted to be discussed and acted upon in confidential session pursuant to PL 1975, Chapter 231,

**NOW, THEREFORE, BE IT RESOLVED** that the minutes of the meeting will be made public when the need for privacy no longer exists. Action may be taken.

Mrs. Pittman made a motion, seconded by Mr. Quagliani to adjourn Executive Session at 7:52 p.m.

Mrs. Gandara made a motion, seconded by Mrs. Pittman to convene into Regular Session at 8:00 p.m.

**OPENING STATEMENT:**

**Mr. Amano**

Mrs. Johnston welcomed the staff and public to the first meeting of the 2019/20 school year.

**SUPERINTENDENT'S REPORT:**

**Dr. Siegel**

Dr. Siegel reported that as of June 19, 2019, the district has received the 2018/19 official school and district harassment, intimidation and bullying (HIB) grade reports, as required under the Anti-Bullying Bill of Rights Act. Both district and school grade reports were uploaded and posted on the district homepage and on each school homepage.

**BOARD SECRETARY'S REPORT: None**

**Mrs. Imbasciani**

**BOARD PRESIDENT'S REPORT:**

**Mrs. Johnston**

Mrs. Johnston reviewed the procedures and format of the meeting with the public.

**COMMITTEE REPORTS:****Negotiations Committee****Mr. Amano**

Mr. Amano provided an update on negotiations with the USREA. Highlights included:

- Budget Goals
- Budget Constraints
- Fact Finder's Recommendations
- History of Health Insurance Premium Increases
- The Board's Chapter 78 Relief Proposal
- Salary Guide Comparisons
- Pension Comparison
- Stipend Comparison

**Policy Committee****Mrs. Gandara**

Mrs. Gandara reported that all policies have been reviewed by the District Administrators and the Policy Committee. She noted that there are some policies that need further review and possible revision.

**Education Committee****Mrs. Pittman**

Mrs. Pittman reported on the new Cavallini elective courses. Parents will have an opportunity to learn more about these programs in the near future.

**Infrastructure Committee****Dr. Verducci**

Dr. Verducci reported that the Committee has reviewed the completed summer projects, the list of upcoming projects and the usability of prizes received from the Samsung Solve for Tomorrow STEAM Competition.

**PTO REPORT: None****Mrs. Apostolou/Mrs. Degenars****USREF Report:****Mrs. Mueller**

Mrs. Mueller announced the following upcoming events:

- Collaboration with the USR PTO, the SRVJWC and the USREF to bring a Core Yoga program for students at Bogert School
- Trunk or Treat with the USR PTO in October
- USR Cares Oktoberfest Scarecrow Contest
- Grants will be announced in December

**PRESENTATION:****2019/20 District Goals**

Dr. Siegel presented and explained the District Goals for the upcoming school year. These goals are being approved at this meeting.

**PUBLIC COMMENT:**

- Mr. Kulhawy read a statement in support of the USREA and announced that they have a vote of no confidence with the Board of Education and are still willing to meet to negotiate after the meeting tonight.
- Mrs. Jarvis read a statement in support of the USREA.

- Mr. Giacobbe, Upper Saddle River Board of Education Labor Attorney, explained the detailed terms of the Fact-Finder's Report.
- Mr. Goldin questioned the brief schedule and the good faith bargaining.
- Mr. Giacobbe explained the brief schedule was developed by the State-appointed Fact-Finder.

**ADMINISTRATION:**

**Dr. Siegel**

**A motion was made by Dr. Verducci and seconded by Mrs. Gandara to formalize Items A through E at this Meeting. These items have been approved by the Superintendent as per the June 17, 2019 resolution authorizing "the Superintendent to make personnel decisions on new hires and offer contracts in consultation with the Board President during the summer for the 2019/20 school year."**

- A. Approve the following Resolution:

**WHEREAS**, the Upper Saddle River School District has been part of Cohort 2 of the New Jersey Quality Single Accountability Continuum (NJQSAC) monitoring process; and

**WHEREAS**, the Upper Saddle River School District has requested to move from Cohort 2 to Cohort 1, resulting in monitoring in the 2019/20 school year; and

**NOW, THEREFORE, BE IT RESOLVED** that the Upper Saddle River Board of Education hereby agrees to the voluntary movement from Cohort 2 to Cohort 1 resulting in a new three-year monitoring rotation beginning in the 2019/20 school year.

- B. Approve the K-8 Health/PE Course Proficiencies to reflect the alignment and adoption of the NJ Student Learning Standards.
- C. Approve the 6<sup>th</sup> Grade Course Proficiencies and descriptions for new electives for the 2019/20 school year.
- D. Approve the revised Enrichment Identification Criteria Matrix.
- E. Approve the adoption of the Alternate Observation Model Rubrics for Highly Effective Teachers for the 2019/20 school year.

**A motion was made by Mr. Quagliani and seconded by Mrs. Gandara to approve Administration Consent Agenda items A through I and was approved by all in attendance.**

- A. Approve all of the recommendations set forth in the Fact-Finder's Report and Recommendations issued by Robert M. Glasson on August 31, 2019.

- B. Approve the following Resolution:

**BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #\*\*\*051019001 is an incident as defined under HIB Policy # 5512. The Superintendent shall notify the parents and/or guardians of the Board's decision in writing in accordance with Board Policy and N.J.S.A. 18A:37-15(e).

- C. Authorize the Board of Education to suspend the rules of Bylaw 0131 and adopt the following policy effective with the start of the 2019/20 school year.

Policy 2415.04a Title 1 School Parental Involvement Policy

- D. Approve the 2019/20 District Goals as follows:

1. Enhance district feedback practices and communication of student progress by providing students and parents with information that will enable growth for all learners.

2. Refine the English/Language Arts units of study (K-8) to reflect effective articulation of content and provide targeted professional development in balanced literacy.
  3. Expand wellness education initiatives that provide students, teachers and community members with resources that promote healthy mind/body practices, social-emotional learning, positive online behavior and resilience.
  4. Conduct a thorough and broad analysis of district programs, systems and operations to guide short and long term planning.
- E. Approve the Nursing Services Plan for the 2019/20 school year.
- F. Approve the updated Guide for Standard Operating Procedures and Internal Controls.
- G. Approve the following Resolution:

**RESOLUTION**  
**Submission of Comprehensive Maintenance Plan**

**WHEREAS**, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting “required” maintenance activities for each of its public school facilities; and

**WHEREAS**, the required maintenance activities as listed in the attached document for the various school facilities of the Upper Saddle River School District are consistent with these requirements; and

**WHEREAS**, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid;

**NOW, THEREFORE, BE IT RESOLVED** that the Upper Saddle River Schools hereby authorizes the school business administrator to submit the attached Comprehensive Maintenance Plan for the Upper Saddle River School District in compliance with Department of Education requirements.

- H. Approve the following Board Resolution:

The District’s required maintenance activities are reasonable to keep a school facility open and safe for use in its original condition in order to maintain the validity of their warranties.

- I. Approve the following Board of Education Ad Hoc committees and members:

Transportation Committee – Kenneth Amano and Mary Ann Gray  
Redesign of Media Center Committee – Susan Gandara and Dr. David Verducci

**PERSONNEL:**

**Dr. Siegel**

**A motion was made by Dr. Verducci and seconded by Mrs. Gandara to formalize Items A through H at this meeting. These items have been approved by the Superintendent as per the June 17, 2019 resolution authorizing “the Superintendent to make personnel decisions on new hires and offer contracts in consultation with the Board President during the summer for the 2019/20 school year.”**

- A. Create/Abolish
1. Abolish four 1.0 FTE ABA Preschool Paraprofessional positions at Reynolds School (ages 3-5).
  2. Abolish one 1.0 FTE K-8 ESL/BSI teacher position, effective September 1, 2019.

3. Abolish one 1.0 FTE Curriculum and Staff Development Coordinator, effective September 1, 2019.
4. Create four 1.0 FTE ABA K-2 Paraprofessional positions at Reynolds School (ages 6-21).
5. Create one .50 FTE District K-8 ESL Teacher position, effective September 1, 2019.
6. Create one .50 FTE BSI Teacher at Bogert School, effective September 1, 2019.
7. Create one 1.0 FTE Director of Curriculum & Instruction position, effective September 1, 2019.

B. Job Description

1. Approve the job description for Director of Curriculum & Instruction.

C. Resignations

1. Accept the resignation of Shivani Baijal, Paraprofessional at Bogert School, effective August 17, 2019.
2. Accept the resignation of Anthony Lolacono, Campus Aide Floater, effective August 23, 2019.

D. Leaves

1. Approve unpaid statutory leave for Kristen Nicholas from September 3, 2019 through approximately October 15, 2019.

E. Appointments

1. Rescind the following appointment which was approved on May 13, 2019:  
  
Appoint Nadia Balsamo to the position of long-term leave replacement 5<sup>th</sup> Grade Classroom Teacher, Step 2, BA + 30, effective September 1, 2019 through June 30, 2020, salary to be determined upon Contract settlement.
2. Appoint Nadia Balsamo to the position of 4<sup>th</sup> Grade Classroom Teacher, BA + 30, Step 2, effective September 1, 2019, salary to be determined upon Contract settlement.
3. Appoint Claudia Campagna to the position of ABA Preschool Paraprofessional at Reynolds School, Step 12, effective on or about September 1, 2019, subject to the satisfactory completion of the criminal history records check required by law, salary to be determined upon Contract settlement.
4. Approve Cayla Casey, 3<sup>rd</sup> Grade Classroom Teacher, as a School Administrator Intern at Bogert School for the 2019/20 school year.
5. Appoint Sara Chabora to the position of long-term per diem leave replacement 4<sup>th</sup> Grade Classroom Teacher at Bogert School, BA, Step 1, effective September 3, 2019 through approximately December 5, 2019, subject to the satisfactory completion of the criminal history records check required by law, per diem rate to be determined upon Contract settlement.
6. Appoint Chelsea Chiellini to the position of Paraprofessional at Bogert School, Step 1, effective September 1, 2019, subject to the satisfactory completion of the criminal history records check required by law, salary to be determined upon Contract settlement.

7. Appoint Jodi Costa to the position of Lunch Aide at Bogert School, effective September 1, 2019, subject to the satisfactory completion of the criminal history records check required by law.
  8. Appoint Connie DeCandia-Pook to the position of Campus Aide at Bogert School, effective September 1, 2019.
  9. Appoint Nan Kurz to the position of long-term per diem leave replacement Basic Skills Instruction Teacher at Bogert School, MA + 30, Step 7, effective September 3, 2019 through approximately November 5, 2019, subject to the satisfactory completion of the criminal history records check required by law, per diem rate to be determined upon Contract settlement.
  10. Appoint Livia Lumaj to the position of .5 ESL Teacher, MA, Step 5, effective September 1, 2019, subject to the satisfactory completion of the criminal history records check required by law, salary to be determined upon Contract settlement.
  11. Appoint Mitchell Milarck to the position of Campus Aide, effective September 1, 2019.
  12. Appoint Melissa Radke to the position of long-term per diem leave replacement 5<sup>th</sup> Grade Classroom Teacher at Bogert School, effective September 1, 2019 through June 30, 2020, MA, Step 1, subject to the satisfactory completion of the criminal history records check required by law, salary to be determined upon Contract settlement.
  13. Appoint David Sacks to the position of Night Custodian at Reynolds School, effective on or on or about August 1, 2019, Step 2, subject to the satisfactory completion of the criminal history records check as required by law and Black Seal License, salary to be determined upon Contract settlement.
  14. Appoint Karin Scotti to the position of Paraprofessional at Bogert School, Step 10, effective September 1, 2019, subject to the satisfactory completion of the criminal history records check as required by law, salary to be determined upon Contract settlement.
  15. Appoint Aliza Waldman to the position of Special Education Teacher at Cavallini, Step 6, MA + 30, subject to the satisfactory completion of the criminal history records check as required by law, salary to be determined upon Contract settlement.
- F. Lateral Guide Moves
1. Approve a lateral guide move for Jamie Eller, 4<sup>th</sup> Grade Classroom Teacher, from BA to MA, effective September 1, 2019.
  2. Approve a lateral guide move for Lauren Foca, Learning Disabilities Teacher-Consultant, from MA to MA + 30, effective September 1, 2019.
- G. Change in Assignment/Transfer
1. Approve the transfer of Danielle Andersen from 1.0 FTE 4<sup>th</sup> Grade Classroom Teacher to the position of 1.0 FTE Basic Skills Instructor at Bogert School, effective September 1, 2019.
  2. Approve the transfer of Amy D'Ambola from 1.0 FTE Curriculum and Staff Development Coordinator to the position of 1.0 FTE Director of Curriculum and Instruction, effective September 1, 2019.

3. Approve the transfer of Ivan Kykta from Night Custodian to Maintenance Custodian, Step 7, effective August 1, 2019, salary to be determined upon Contract settlement.
4. Approve the transfer of Danielle Larsen from 1.0 FTE Basic Skills Instructor to the position of .5 Basic Skills Instructor at Bogert School, effective September 1, 2019, salary to be determined upon Contract settlement.

H. Substitutes/Consultants/Volunteers

1. Approve Heather Federico as a substitute teacher/paraprofessional for the 2019/20 school year.
2. Rescind the following motion which was approved on June 17, 2019:  
  
Approve Ada Gagliano as a substitute Lunch Aide for the 2019/20 school year.
- \* 3. Approve Richard Reinke as a substitute custodian for the 2019/20 school year.
4. Approve Karin Scotti as a substitute teacher for the 2019/20 school year, subject to the satisfactory completion of the criminal history records check as required by law, NJ Teachers Substitute Credential.
5. Approve Lisa Wachino as a substitute teacher for the 2019/20 school year, subject to the satisfactory completion of the criminal history records check as required by law, NJ Teachers Credential.
6. Approve Dawn Willis as an ABA Home Instructor for an out-of-district student whose name is on file in the Board Office, for July and August 2019, up to five days per week, up to one hour per day. \$35/hour
7. Approve Dawn Willis as an ABA Home Instructor for an out-of-district student whose name is on file in the Board Office, for the 2019/20 school year, up to five days per week, up to one hour per day. \$35/hour

**A motion was made by Mrs. Gandara and seconded by Mrs. Pittman to approve Personnel Consent Agenda items A through H and was approved by all in attendance.**

A. Create/Abolish

1. Create one 1.0 FTE ABA Preschool Paraprofessional position at Reynolds School, effective September 23, 2019.
2. Create one Applied Behavior Analysis (ABA) Instructor stipend at Reynolds School, \$3,000/stipend.

B. Resignations (not applicable)

C. Leaves

1. Approve paid disability and unpaid FMLA/FLA leave for Noelle Vosseler, Cavallini Math Teacher, effective on or about November 11, 2019 through approximately March 31, 2020.

## D. Appointments

1. Appoint the QSAC Committee for the 2019/20 school year to complete the District Performance Review Indicators, as follows:

Gianna Apicella, Dir. of Special Education	Cayla Casey, Teacher
Amy D'Ambola, Dir. of Curriculum & Instruction	Dana Imbasciani, Bus. Admin./Bd.Secy.
Michael Padilla, Supervisor of Special Projects	Elizabeth Pittman, Board Member
Devin Severs, Principal	Brad Siegel, Superintendent

2. Appoint Megan O'Shea to the position of long-term per diem leave replacement Art Teacher at Cavallini Middle School, BA Step 3-4, effective on or about October 1, 2019 through approximately December 20, 2019, subject to the satisfactory completion of the criminal history records check required by law, per diem rate to be determined upon Contract settlement.
3. The following staff members are recommended for the positions listed below for the 2019/20 school year:

GRADE	DEPT. CHAIRPERSON	STIPEND
<b>Kindergarten</b>	Karen Biglin	\$1,450.00
“ (Split)	Cynthia Stawecki	\$1,450.00
<b>Grade One</b>	Patty Policastro	\$1,450.00
“ (Split)	Sarah Maginnis	\$1,450.00
<b>Grade Two</b>	Christine Thies	\$1,450.00
“ (Split)	Marci Titunick	\$1,450.00
<b>Grade Three</b>	Cayla Casey	\$1,450.00
“ (Split)	Janelle Klos	\$1,450.00
<b>Grade Four</b>	Stephanie Pirsos	\$2,900.00
<b>Grade Five</b>	Heather Walker	\$1,450.00
“ (Split)	Erika Zeccardi	\$1,450.00
<b>Grade Six</b>	Stephanie Chamberlin	\$2,900.00
<b>Grade Seven</b>	Aimee Aslanian	\$2,900.00
<b>Grade Eight</b>	Lyndsey Stickerling	\$2,900.00
<b>SPECIAL TEACHERS</b>		
<b>Specialist K-2</b>	Christina Cucci	\$1,450.00
“ (Split)	Val Kersting	\$1,450.00
<b>Specialist 3-5</b>	Melissa DeBoer	\$1,450.00
“ (Split)	Julie Spirko Truppi	\$1,450.00
<b>Certified School Nurse</b>	Ailish Fillis	\$2,900.00
<b>Unified Arts</b>	Bruce Reicher	\$2,900.00
<b>ADVISORS</b>		
<b>Reynolds Community Service</b>	Christina Cucci	\$900.00
<b>Bogert Art Club (Level B)</b>	Annamarie Zimmermann	\$900.00
<b>Bogert Buddy Up Club (Level B)</b> (YGC Donation)	Janelle Klos	***\$800.00
“ (Split)	Sara Senger	*\$800.00
<b>Bogert Musical Director</b> (PTO Donation)	Chang Po (Philip) Chen	*\$2,900.00
<b>Bogert Asst. Musical Director</b> (PTO Donation)	Jason Weinstein	*\$1,450.00
<b>Bogert Newspaper (Level A)</b>	Alana Capogrosso	\$800.00
“ (Split)	Jamie Eller (Drucker)	\$800.00
<b>Bogert Running Club (Level B)</b>	Leigh Ann Weil	\$900.00

\*Funded by the USR PTO

\*\*\*Funded by the Youth Guidance Council



<b>Bogert School Store (Level B)</b>	Meghan Ennis	\$450.00
“ (Split)	Amanda Iannaccone	\$450.00
<b>Bogert Student Council (Level A)</b>	Jamie Eller (Drucker)	\$800.00
“ (Split)	Sarah Samuels	\$800.00
<b>Cavallini Battle of the Books</b>	TBD	\$300.00
“ (Split)	TBD	\$600.00
<b>Cavallini Board Game Club</b>	Samantha Smith	\$450.00
“ (Split)	TBD	\$450.00
<b>Cavallini Cares</b>	Lyndsey Stickerling	\$900.00
<b>Cavallini Coding</b>	TBD	\$900.00
<b>Cavallini CTV Advisor</b>	Jonathan Harvey	\$800.00
“ (Split)	Bruce Reicher	\$800.00
<b>Cavallini Entrepreneurial Club</b> (School Store/TREP\$)	Laura Foca	\$1,600.00
<b>Cavallini TREP\$ (Co-Advisor)</b>	Christie Cipollini	\$900.00
<b>Cavallini Leo Club</b> (Funded by USREF)	Emily Viola	**\$450.00
“ (Split)	Alyssa Willner	**\$450.00
<b>Youth Guidance Council Juniors</b> (YGC Donation)	Brigette Uzar	***\$900.00
<b>Cavallini Math Club</b>	Jonathan Harvey	\$800.00
“ (Split)	Danielle Dorn	\$800.00
<b>Cavallini Musical Director</b>	Meaghan McElroy	\$2,900.00
<b>Cavallini Head Asst. Musical Director</b>	TBD	\$1,600.00
<b>Cavallini Asst. Musical Director</b>	Stephanie Wassmer	\$1,450.00
<b>Cavallini Newspaper</b>	Alyssa Willner	\$1,600.00
<b>Cavallini Student Council</b>	Mary Dixon	\$800.00
“ (Split)	TBD	\$800.00
<b>Cavallini Robotics</b>	Allison Au	\$1,600.00
<b>Cavallini Robotics (Co-Advisor)</b>	Nicole Mascetti	\$900.00
<b>Cavallini Stage Crew</b>	Cynthia Haas	\$800.00
“ (Split)	Jonathan Kulhawy	\$800.00
<b>Cavallini Yearbook</b>	Meaghan McElroy	\$1,600.00
<b>COACHES</b>		
<b>Athletic Director</b>	Peter Petrow	\$3,500.00
<b>Boys' Baseball</b>	Erik Schlemm	\$1,450.00
“ (Split)	TBD	\$1,450.00
<b>Boys' Basketball</b>	Jason Dates	\$2,900.00
<b>Girls' Basketball</b>	TBD	\$2,900.00
<b>Cross Country</b>	Christie Cipollini	\$1,450.00
“ (Split)	Jonathan Harvey	\$1,450.00
<b>Intramurals</b>	Eric Schlemm	\$2,900.00
<b>Boys' Soccer</b>	Jason Dates	\$2,900.00
<b>Girls' Soccer</b>	Samantha Smith	\$1,450.00
“ (Split)	Emily Viola	\$1,450.00
<b>Girls' Softball</b>	Samantha Smith	\$1,450.00
“ (Split)	TBD	\$1,450.00
<b>Girls' Volleyball</b>	Noelle Vosseler	\$2,175.00
“ (Split)	Colleen Moran	\$725.00
<b>Boys' Wrestling</b>	TBD	\$1,450.00
“ (Split)	TBD	\$1,450.00

\*\*Funded by the USREF

\*\*\*Funded by the Youth Guidance Council

<b>Track &amp; Field – Head Coach</b>	Jonathan Harvey	\$2,900.00
<b>Track &amp; Field Assistant</b>	Christine Cipollini	\$1,087.50
“ (Split)	Lyndsey Stickerling	\$1,087.50
“ (Split)	Colleen Moran	\$1,087.50
“ (Split)	Emily Viola	\$1,087.50
<b>Boys’ Lacrosse</b>	TBD	\$2,900.00
<b>Girls’ Lacrosse</b>	TBD	\$2,900.00
Lunch Duty for Teachers - \$22/day		
Lunch Duty for Paraprofessionals & Secretaries – Hourly Rate - Not to exceed \$22/day		
<b>LUNCH DUTY - CAVALLINI</b>		
Samantha Smith	Bruce Reicher	Lyndsey Stickerling
Aimee Aslanian	Jason Dates	Mary Dixon
Kristen Martin	Helaine Kleinman	James Dunn
Noelle Vosseler	Deborah Princiotto	Colleen Moran
Danielle Dorn	Catherine Teehan	
<b>Substitutes for Cavallini Lunch Duty:</b>		
Stephanie Chamberlin	Linda Ho	Allison Au
Maria Bevia	Megan Conners	Christine Cipollini
Rachel Schneider	Margaret Donnelly	James Dunn
Jennifer Moss	Tracy Goodman	James Gorab
Kelsey Byrnes	Cynthia Haas	Jonathan Harvey
Melissa Brause	Stephanie Wassmer	Jeanne Koppenaar
Patricia Kramer	Jonathan Kulhawy	Desiree Lascarro
Nicole Mascetti	Meaghan McElroy	Lauren Foca
Kristen Nicholas	Mora Popeil	Elayne Stern
Jennifer Kruter	Marguerite Soojian	Elizabeth Ullrich
Erik Schlemm	Eileen Tyburczy	Emily Viola
Aliza Waldman	Brigette Uzar	Alyssa Willner
Catherine Merritt		
<b>LUNCH DUTY - BOGERT</b>		
Joan Aufiero	Alexandra Byrne	Amy Caravela
Melissa DeBoer	Jamie Eller (Drucker)	Kasie Falato
Susan Flood	Brian Haines	Janelle Klos
Suzanne Mignone	Kerry Murphy	Sean O’Connor
Bina Rivard (Reynolds)	Julie Spirko	Elayne Stern
Susan Wei	Emily Whitman	Erika Zeccardi
Anna Zimmerman		
<b>LUNCH DUTY - REYNOLDS</b>		
Carey Goralski	Josephine Griffith	Tracy Nicholson
Jackie Asta (specific students LLD)	Maureen VanBlarcom	Renee Yuhus
<b>Substitutes for Reynolds Lunch Duty:</b>		
Brian Walis	Kristen Rohdieck	Val Kersting
Michelle Carucci	Saghar Khalessi	Christina Cucci
Susan Wei	Carol Zumbano	Mary Lavelle
Jill Powers	Karen Hunter	Suzanne Cook
Elaina Reinke	Peggy Dobrinski	Jackie Asta

Erica Cohen	Carlos Ramirez	Lynne Radicke
Carey Goralski	Bina Rivard	Ursula Dalton
Adriana Martino	Katherine Baker	Heidi Rockwell
Emily DiRusso	Sue Jarvis	Danielle Hoffman
Maureen LiPuma	Lindsey Welch	Antennette Lam
Elissa Mark	Renee Yuhus	Jackie Holder
Lisa Wachino	Carrie Topolosky	Kelly Diverio
Kathryn Pedrani	Laura Pinto	Claudia Campagna
Kristen Groen	Carolyn Lane	Meredith Ardito
Sheila Barry		
<b>HEAD CUSTODIANS</b>		
<b>Reynolds</b>	Scott Kirsch	\$3,500.00
<b>Bogert</b>	Scott Kirsch	\$3,500.00
<b>Cavallini</b>	Pietro Lala	\$3,500.00
<b>HALL DUTY/CROSSING GUARDS</b>		
<b>Reynolds Hall Duty</b>	Josephine Griffith	\$1,000.00
<b>Reynolds Hall Duty</b>	Danielle Hoffman	\$1,000.00
<b>Reynolds Hall Duty</b>	Jacqueline Holder	\$1,000.00
<b>Reynolds Hall Duty</b>	Lynne Radicke	\$1,000.00
<b>Reynolds Hall Duty</b>	Susan Wei	\$1,000.00
<b>Bogert Hall Duty</b>	Joan Aufiero	\$1,000.00
<b>Bogert Hall Duty</b>	Gail Macri	\$1,000.00
<b>Bogert Hall Duty</b>	Suzanne Mignone	\$1,000.00
<b>Bogert Hall Duty</b>	Sean O'Connor	\$1,000.00
<b>Bogert Chorus Aide</b>	TBD	Hourly rate
<b>Reynolds Crossing Guard Duty (a.m.)</b>	Robert Easer	\$2,000.00
<b>Reynolds Crossing Guard Duty (p.m.)</b>	Robert Easer	\$1,200.00
<b>Bogert Crossing Guard Duty (a.m.)</b>	Jodi Costa	\$2,000.00
<b>Cavallini Hall Duty</b>	Linda Ho	\$1,000.00
<b>Cavallini Hall Duty</b>	Helaine Kleinman	\$1,000.00
<b>Cavallini Hall Duty</b>	Jeanne Koppenaal	\$1,000.00
<b>Cavallini Hall Duty</b>	Catherine Merritt	\$1,000.00

E. Lateral Guide Moves

1. Approve a lateral guide move for James Dunn, Special Education Teacher at Cavallini Middle School, from MA to MA + 30, effective September 1, 2019.

F. Change in Assignment (not applicable)

G. Substitutes/Consultants/Volunteers/Interns

1. Approve Erion Abazi as a substitute custodian for the 2019/20 school year, subject to the satisfactory completion of the criminal history records check required by law.
2. Approve Donna Bach as a volunteer in Bogert School, up to two days per week, for the 2019/20 school year.
3. Approve Chelsea Chiellini as a substitute teacher for the 2019/20 school year, NJ CEAS Elementary Teaching Certificate in Grades K-6.

4. Rescind the following motion approved at the June 17, 2019 Board Meeting:
 

Approve Ursula Dalton as a 1 – 1 aide for a student attending the Wyckoff Social Skills Program from July 8, 2019 through August 2, 2019.	\$1,785
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  5. Approve Patricia Doran as an ABA Home Instructor, up to six hours per month, for the 2019/20 school year for an out-of-district student whose name is on file in the Board Office. \$50/hour
  
  6. Approve Garden State AAC Specialists, LLC to provide a two-hour professional development training @\$135/hour and one hour of Communication Training/In-service @150/hour plus \$50/travel, for a student whose name is on file in the Board Office. \$470
  
  7. Approve Joy Hollander-Fink to provide PROMPT Speech Therapy for a student for two one-hour sessions at \$200/session plus \$100 per week travel, from July 2019 through June 2020. \$500/week
  
  8. Approve Stephanie Pineda as an Occupational Therapist intern with the Child Study Team from September 2019 through December 2019.
  
  9. Approve Daniel Rehai as a student intern at Reynolds School from September 2019 through December 2019.
- H. Other
1. Approve the Superintendent’s 2019/20 Merit Goals as follows:
 

**Quantitative Goal # 1:** Preparing for long-term strategic planning, the Superintendent will organize, facilitate and evaluate results of three online discussions/surveys using a new online platform. The Superintendent will manage the online platform and provide multiple reports on the results to the community and Board of Education. Information gained from this data will be used to guide strategic planning. 3.33%

**Quantitative Goal # 2:** Parent involvement in health and wellness planning is crucial in understanding the needs and complexity of challenges students face today. The Superintendent will organize and facilitate a 15-parent committee (parent-student wellness partnership) to solicit feedback and advisement on the district’s work with wellness. The Parent Committee will be given the opportunity to report to the BOE on a semi-annual basis under the guidance and leadership of the Superintendent. To advance this goal, the Superintendent will: lead one book study on the topics of empathy and resilience, involve the committee in the evaluation of social-emotional learning curricula for K-5, and organize at least two family nights co-planned between the district and the parent committee. 3.33%

**Qualitative Goal # 3:** Extended School Year (ESY) was located in-district for the first time during the summer of 2019. It was done on a very small scale including a partnership with a neighboring school district. Looking the Superintendent will conduct a review, analysis and plan for a full ESY program, including preschool, elementary LLD and elementary archways (ABA) to be run completely in district with shared management by the two K-8 districts in the Quad. 2.50%

**FINANCE:**

**Mrs. Imbasciani**

**A motion was made by Mrs. Pittman and seconded by Mr. Quagliani to formalize items A through F at this meeting. These items have been approved by the Superintendent as per the June 17, 2019 resolution authorizing “the Business Administrator/Board Secretary to pay bills during the months of July and August 2019. These payments will be approved at the next regularly scheduled meeting.”**

A. Approve the Bills List for June 2019 as follows:

10	General Current Expense	\$70,372.00
11	General Current Expense	\$2,767,171.75
12	Capital Outlay	\$52,166.74
20	Special Revenue Funds	\$35,424.35
40	Debt Service Funds	\$15,243.48
50	Milk	\$267.23
60	Trust Fund	\$37,442.74
	Total	\$2,978,088.29

B. Approve the Bills List for July 2019 as follows:

10	General Current Expense	\$9,061.50
11	General Current Expense	\$1,265,082.65
12	Capital Outlay	\$82,131.00
40	Debt Service Funds	\$396,125.00
50	Milk	\$94.57
	Total	\$1,752,494.72

C. Approve the Bills List for August 2019 as follows:

10	General Current Expense	\$9,061.50
11	General Current Expense	\$1,252,989.97
12	Capital Outlay	203,380.00
	Total	\$1,465,431.47

D. Approve the Transfers for June and July 2019.

E. Approve the purchase of a new single sided full color LED display sign from Stewart Signs at a cost of \$13,146.00.

F. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Fees	Travel Cost
TC Reading Institute New York, NY	August 12-16, 2019	Melissa Brause	\$850.00	\$250.00
AENJ Conference Long Branch, NJ	October 5-7, 2019	Heidi Rockwell	\$185.00	\$636.00
Leveled Literacy Intervention Paramus, NJ	October 15-16, 2019	Danielle Larsen	\$400.00	\$0.00
		Katherine Miros	\$400.00	\$0.00
		Amanda Naimaster	\$400.00	\$0.00
		Julie Spirko	\$400.00	\$6.88

**A motion was made by Mrs. Gandara and seconded by Mr. Amano to approve Finance Consent Agenda items A through Q was approved by all in attendance;**

A. Approve the Minutes of Board Meetings:

June 17, 2019

B. Approve the unaudited Board Secretary and Treasurer’s Reports dated June 2019 and to certify that

after review of these reports and upon consultation with appropriate district officials, as to the best of our knowledge, no major account or fund has been over expended in violation of NJAC 6A:23-2.11 and that sufficient funds are available to meet the district’s financial obligation for the remainder of the year.

- C. Approve DiCara Rubino Architects to provide professional services for the Long Range Facility Plan Update and Basic Enrollment Projects at a total cost of \$13,000 (not including reimbursables).
- D. Approve the following Resolution:

**BE IT RESOLVED** by the Upper Saddle River Board of Education (hereinafter referred to as the “Board”), that the terms, stipulations and conditions as established in the Settlement Agreement (19/20-1) and Release between the Board and the Parents of a student whose name is on file in the Superintendent’s Office, which is annexed to this Resolution, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release, and any other documents necessary to effectuate the settlement.

- E. Approve the following Resolution:

**BE IT RESOLVED** by the Upper Saddle River Board of Education (hereinafter referred to as the “Board”), that the terms, stipulations and conditions as established in the Settlement Agreement (19/20-2) and Release between the Board and the Parents of students whose names are on file in the Superintendent’s Office, which is annexed to this Resolution, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release, and any other documents necessary to effectuate the settlement.

- F. Accept one student, whose name is on file in the Board Office, as an Integrated Preschool tuition student for the 2019/20 school year.
- G. Approve the reimbursement for the NJL2L registration and mentor fees, not to exceed \$3,350 for Amy D’Ambola.
- H. Approve the Annual Contract for Hospital Instruction with Bergen County Special Services School District (BCSS) for the 2019/20 school year.
- I. Approve the contract with the Commission for the Blind and Visually Impaired for the 2019/20 school year.
- J. Approve Dawn Busichio, ETC Designs, as a consultant to run a full-day workshop on August 29, 2019, at a cost of \$550.00.
- K. Approve the disposal of the following VCRs, which are old and no longer usable:

Bar Code	Bar Code	Bar Code	Bar Code	Bar Code
5766	5724	5753	5756	5757
5760	5774	5759	5767	

- L. Accept the joint donation of \$3,100 each from the SRVJWC, the USR PTO and the USREF to support the Core Yoga for Youth Program at Bogert for the 2019/20 school year.
- M. Accept the donation of \$1,375.12 proceeds from the 4<sup>th</sup> grade annual Economics Bake Sale to the non-profit group, National Alliance on Mental Illness (Bergen County Chapter), to be put towards a scholarship fund for mental health consumers to further their education.

- N. Accept the donation of \$1,000 from the members of the 2018/19 Bogert Student Council and School Store to have designs painted on the Bogert blacktop.
- O. Accept the donation of \$1,600.00 from the Youth Guidance Council to pay the cost of the stipend for the "Buddy Up" Club at Bogert.
- P. Approve the annually recurring donation of \$5,000.00 from the USR PTO to support the running of a theatrical production for Bogert School students. The money will be used as follows: \$2,900.00 for the stipend for the Director, \$1,450.00 for the stipend for the Assistant Director and \$650.00 for supplies. Additional costs will be covered by ticket revenue through the Bogert School Student Activities Account.
- Q. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Cost	Travel Cost
Orff Workshop Series (Saturdays) Wayne, NJ	September 14, 2019 October 19, 2019 November 16, 2019 January 25, 2020 March 7, 2020 April 19, 2020	Susan Jarvis	\$120.00	\$0.00
Financial Literacy Pompton Plains, NJ	September 20, 2019	Amy D'Ambola Danielle Dorn Noelle Vosseler	\$160.00 \$160.00 \$160.00	\$0.00 \$12.39 \$16.45
NJPSA Council Meetings Monroe Township, NJ	September 27, 2019 December 6, 2019 March 20, 2020	David Kaplan	\$0.00	\$137.43
Handle with Care Trainer Re-Certification River Edge, NJ	October 2, 2019 October 28, 2019	Emily DiRusso Laura Pinto	\$500.00 \$500.00	\$0.00 \$0.00
NJ Superintendent's Study Council South Orange, NJ	October 3, 2019 November 14, 2019 December 12, 2019 January 23, 2020 February 27, 2020 April 2, 2020 May 28, 2020 June 11, 2020	Brad Siegel	\$0.00	\$203.80
Bergen County Association of School Security Professionals Meeting Maywood, NJ	October 3, 2019 December 4, 2019 February 5, 2020 April 1, 2020 June 3, 2020	David Kaplan	\$0.00	\$65.40
Beyond Decoding: Identifying & Meeting the Needs of All Learners with Dyslexia Somerset, NJ	October 4, 2019	Sheila Barry	\$195.00	\$0.00
Yearbook Training Workshop West Windsor, NJ	October 8, 2019	Meaghan McElroy	\$40.00	\$21.65
Teaching in the Age of Anxiety Mahwah, NJ	October 10, 2019	Aimee Aslanian Catherine Teehan	\$159.00 \$159.00	\$0.00 \$0.00
The Music Ship: Professional Day 2019 Boonton Township, NJ	October 14, 2019	Chang-Po Chen Jason Weinstein	\$0.00 \$0.00	\$21.35 \$17.50
NJPSA Fall Conference Long Branch, NJ	October 17-18, 2019	Devin Severs	\$320.00	\$139.66

NJTEA Fall Conference Ewing, NJ	October 18, 2019	James Gorab	\$100.00	\$51.80
Google Geo Tools - Fostering Global Awareness Through Content Areas Mahwah, NJ	October 18, 2019	Eileen Tyburczy	\$149.00	\$0.00
Radiant Child Yoga Workshop Saddle River, NJ	October 18, 2019	Stephanie Pirsos	\$690.00	\$0.00
Mindful Practices for Those Who Give the Most - Educators Mahwah, NJ	October 18, 2019	Lyndsey Stickerling	\$159.00	\$0.00
NJ Council for Social Studies Conference New Brunswick, NJ	October 21, 2019	Catherine Teehan Eileen Tyburczy	\$90.00 \$90.00	\$0.00 \$37.94
NJ Assoc. of School Social Workers Conference Monroe Township, NJ	October 22, 2019	Katherine Baker	\$95.00	\$44.52
2019 Science Convention Princeton, NJ	October 22, 2019	Nadia Balsamo	\$180.00	\$64.69
Yoga to Improve Sensory, Self-Regulation and Motor Skills in Kids Nanuet, NY	October 23, 2019	Carolyn Lane Elaine Stern	\$219.99 \$219.99	\$5.25 \$5.25
Introduction to Prompt New Providence, NJ	October 23-25, 2019	Kelly Diverio	\$825.00	\$88.20
Bergen County Consortium for Teachers of the Gifted Meetings Paramus, NJ	October 24, 2019 December 13, 2019 January 22, 2020 March 19, 2020 June 11, 2020	Amy Caravela	\$0.00	\$0.00
School & Campus Preparedness, Response, and Recovery to Active Shooter Incidents Paramus, NJ	October 25, 2019	David Kaplan	\$0.00	\$0.00
Identifying, Understanding, and Managing Self-Harming Behaviors in School-Aged Children & Adolescents West Orange, NJ	October 28, 2019	Kristen Groen	\$0.00	\$0.00
Financial Literacy Pompton Plains, NJ	November 1, 2019	Danielle Dorn Noelle Vosseler	\$160.00 \$160.00	\$12.39 \$16.45
Self-Regulation Interventions for Children And Adolescents Fairfield, NJ	November 4, 2019	Lauren Foca Rachel Schneider	\$219.99 \$219.99	\$16.02 \$16.02
75 Quick "On-the-Spot" Techniques for Children & Adolescents with Emotional And Behavioral Problems Parsippany, NJ	November 14, 2019	Sheila Barry	\$219.99	\$0.00
Anxiety in the Classroom Nanuet, NY	November 15, 2019	Margaret Donnelly Lauren Foca Rachel Schneider Stefanie Slacin	\$249.99 \$219.99	\$0.00 \$0.00
Rutgers Gifted Education Conference Somerset, NJ	November 22, 2019	Jonathan Harvey	\$199.00	\$39.05
Interception, The Eighth Sense Livingston, NJ	December 3-4, 2019	Meredith Ardito	\$465.00	\$0.00



NJASL Conference East Brunswick, NJ	December 9-10, 2019	Christina Cucci Elizabeth Ullrich	\$270.00 \$270.00	\$23.80 \$201.68
Comprehensive IMSE Orton-Gillingham Training Secaucus, NJ	January 6-10, 2020	Danielle Andersen	\$1,175.00	\$110.50
NJPSA Elementary Principals Committee Monroe Township, NJ	January 14, 2020	David Kaplan	\$0.00	\$45.21

**PUBLIC COMMENT:**

- Mrs. Whitman spoke in favor of settling the contract and moving on.
- Mrs. Passanante shared her personal perspective and just wants the contract settled.
- Ms. Santos asked for a fair settlement.
- Mrs. Soojian expressed her disappointment of the proposed settlement terms.
- Mr. Goldstein asked what the disagreement is and asked to be educated about the process.
- Mrs. Martin thanked everyone for coming out to support the teachers.
- Mrs. Teehan shared her personal perspective and is looking forward to a fair and fast settlement.
- Mr. Suarez-Inclan spoke in support of the teachers.
- Mrs. Gowan stated her family moved to the town for the teachers.
- Dr. Hazzah asked what the discrepancy is.
- Mr. Edgar expressed his disappointment that teachers are only asking for the county average.
- Mrs. Wei stressed the need for respect.
- Mrs. Winning reminded the public that being a Board member is a thankless job and there are a lot of constraints. It is a difficult balance. Everyone wants what is best for the children.
- Mr. Kulhawy stated that Upper Saddle River staff are leaving for Allendale and Northern Highlands. He asked to meet the Board without attorneys.
- Mr. Giacobbe explained the fact finding process. He then read the following excerpt from the Fact-Finder's Report:

"Salaries shall be increased by 2.75% in 2019-20, 2.80% in 2020-21 and 2.85% in 2021-22, implemented effective July 1 in each year of the new agreement and be fully retroactive. The above salary increases shall be inclusive of the cost of increments. Salary guides shall be mutually developed by the parties in accordance with the 2018-2019 agreed-upon Scattergrams. I shall retain jurisdiction to resolve any issues concerning the accuracy of the agreed-upon Scattergrams. Finally, I will retain jurisdiction to submit recommended salary guides if the parties fail to reach agreement on mutually acceptable salary guides.

Year 2019-2020: Employee contributions shall be capped at a maximum contribution of twenty-six percent (26%) up to a maximum dollar amount between the Chapter 78, Tier IV rates and the twenty-six percent (26%) cap not to exceed a total of seventy thousand dollars (\$70,000.00) per year.

Year 2020-2021: Employee contributions shall be capped at a maximum contribution of twenty-six percent (26%) up to a maximum dollar amount between the Chapter 78, Tier IV rates and the twenty-six percent (26%) cap not to exceed a total of seventy thousand dollars (\$70,000.00) per year.

Year 2021-2022: Employee contributions shall be capped at a maximum contribution of twenty-six percent (26%) up to a maximum dollar amount between the Chapter 78, Tier IV rates and the twenty-six percent (26%) cap not to exceed a total of seventy thousand dollars (\$70,000.00) per year."

Mr. Giacobbe urged everyone to read the Fact-Finder's Report and then stated "The Association started this process. The Board was willing to meet to negotiate. It was the USREA that started the legal process. The Fact-Finder awarded exactly what the Association asked for. The Upper Saddle River Board of Education accepts the Fact-Finder's Report as is. It is a fair contract because no one loves it.

The USREA started a process and then boycotted it. Today, the USREA filed for superconciliation. This Board does care and has been trying to settle the contract. They will gladly meet with the superconciliator to expedite the process. All contracts eventually get resolved – everyone should take it down a notch.”

**ADJOURNMENT**

A motion to adjourn was made by Mrs. Gandara and seconded by Mrs. Pittman at 9:37 p.m.

Sincerely,

Dana Imbasciani, Board Secretary

## Upper Saddle River Board of Education

County/State Code: 03 5330  
Comprehensive Maintenance Plan  
Report

Actual FY 19-- Current FY 20-- Planned FY 21

	18/19 Actual	19/20 Budgeted	20/21 Planned
<b>School Name</b> <b>Reynolds Elem.</b> <b>School</b> <b>070</b>	\$323,577	\$150,000	\$145,000
Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, and painting. Window repair, lighting replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.	Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, and painting. Window repair, lighting replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.	Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, and painting. Window repair, lighting replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.	Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, and painting. Window repair, lighting replacement, and paving. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.
<b>Bogert Elementary School</b> <b>060</b>	\$287,956	\$145,000	\$160,000
Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, and painting. Window repair, lighting replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.	Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, and painting. Window repair, lighting replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.	Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, and painting. Window repair, lighting replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.	Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, and painting. Window repair, lighting replacement, and paving. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.
<b>Cavallini Middle School</b> <b>050</b>	\$153,491	\$206,100	\$196,100
Repairs to roof, elevator, boiler, HVAC, floors, master clock, fire detection system, plumbing, and painting. Window repair, lighting replacement, floor tile replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Snow removal. Compliance safety and environment regulations.	Repairs to roof, elevator, boiler, HVAC, floors, master clock, fire detection system, plumbing, and painting. Window repair, lighting replacement, floor tile replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Snow removal. Compliance safety and environment regulations.	Repairs to roof, elevator, boiler, HVAC, floors, master clock, fire detection system, plumbing, and painting. Window repair, lighting replacement, floor tile replacement, and paving. Extend network cabling and security systems. Pest management. Snow removal. Compliance safety and environment regulations.	Repairs to roof, elevator, boiler, HVAC, floors, master clock, fire detection system, plumbing, and painting. Window repair, lighting replacement, floor tile replacement, and paving. Extend network cabling and security systems. Pest management. Snow removal. Compliance safety and environment regulations.
<b>Administration Building</b>	\$19,663	\$19,000	\$19,000
Repairs to HVAC. Paving. Installation of security shades and film. Pest management. Snow removal. Compliance safety and environment regulations.	Lighting replacement. Security system. Pest management. Snow removal. Paving. Compliance safety and environment regulations.	Repairs to roof, plumbing, and painting. Pest management. Snow removal. Paving. Compliance safety and environment regulations.	Repairs to roof, plumbing, and painting. Pest management. Snow removal. Paving. Compliance safety and environment regulations.
<b>Totals All Schools</b>	<b>\$784,677</b>	<b>\$520,100</b>	<b>\$520,100</b>